



All Hands

August 29, 2006



Agenda



Welcome – Tereasa Washington (5 min)

- Team Member Updates

Overview of 4D Workshop – Tereasa Washington (20 min)

4D Team Activity – Bev Fruehauf (40 min)

Break – (10 minutes)

OHC Learning Topic:

Education Initiatives – (30 min)

- Base Realignment and Closure (BRAC) Activity (Jim Ellis)
- Integrated Stakeholder Coalition for Workforce Development (ISCWD) (Lucia Cape)
- NASA Game Project (Jeff Ehmen)
- **Closing Remarks** – Tereasa Washington (5 min)
 - Looking Ahead to Awards Ceremony



Welcome



Employee Updates

HS01

Susan Porter	
Anne Neeham	Mainthia

HS10

Rita Keith	
Diane Cain	ASRI
Elisabeth Cox	ASRI
Brian Rodgers	ASRI
Travian Smith	ASRI

HS20

Chuck Dunbar	SAIC
Chantay Dudley	Co-op

HS30

Bill Evans	Detailee
Al Krause	ASRI
Paula Rodney	ASRI
Cheryl Guilbeau	ASRI
Kristy Hill	ASRI

HS40

Rita Sutton	ASRI
Anna Harris	SAIC

HS50

Joe Drieling	Co-op
Sherry Hopper	ASRI
Beth Defour	ASRI
Melissa Kaiser	Mainthia
Kesia Kimbrough	Mainthia
Jean Payne	Mainthia
TaKeisha Walker	Mainthia
Phyllis Lones	Mainthia





4D ACTIVITY



What's Your "Color"?





4D ACTIVITY



LET'S LOOK AT YOUR PREFERENCES

1. How Do You Make Decisions?
2. How Do You Acquire Information?



4D ACTIVITY



Complete your Assessments

- Find Your Inherent “Deciding” Preference
- Find Your Inherent “Information” Preference

Complete the questionnaire individually and circle your highest score

You will circle either “**Personal**” or “**Logical**” on Deciding Preference

You will circle either “**Intuiting**” or “**Sensing**” on Information Preference



4D ACTIVITY



Combine your Two Preferences:

Example: Personal-Intuitive

Personal-Sensing

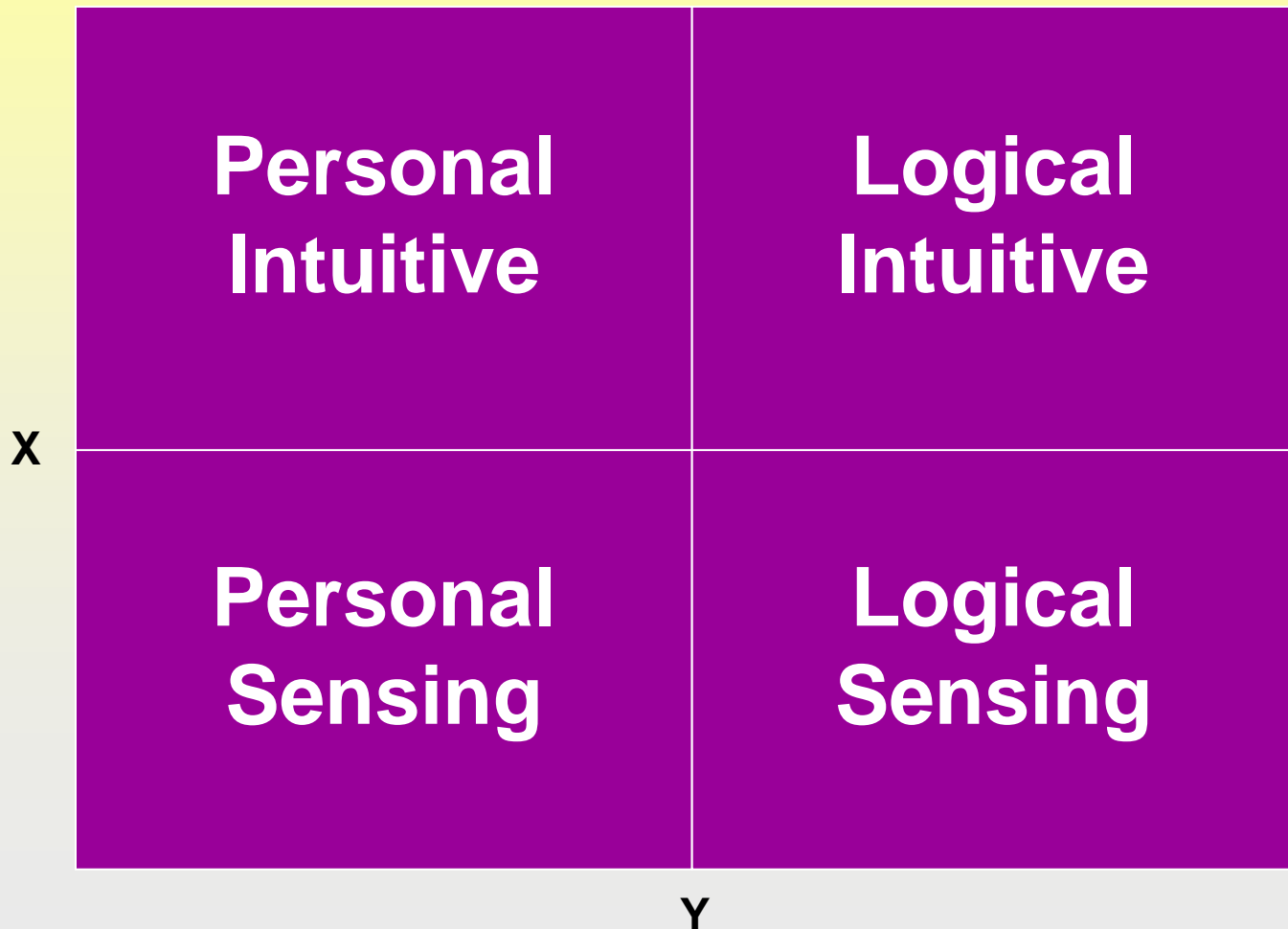
Logical-Intuitive

Logical-Sensing

4D ACTIVITY



THIS IS YOUR INNATE STYLE



4D ACTIVITY

WHAT DOES THIS MEAN?

**Personal
Intuitive**
CULTIVATING

**Logical
Intuitive**
VISIONING

**Personal
Sensing**
INCLUDING

**Logical
Sensing**
DIRECTING

4D ACTIVITY

THE 4-D SYSTEM

Personal-Intuitive
CULTIVATING
People Builders

Energizing,
Values,
Purpose,
Mentoring

Logical
Intuitive
VISIONING

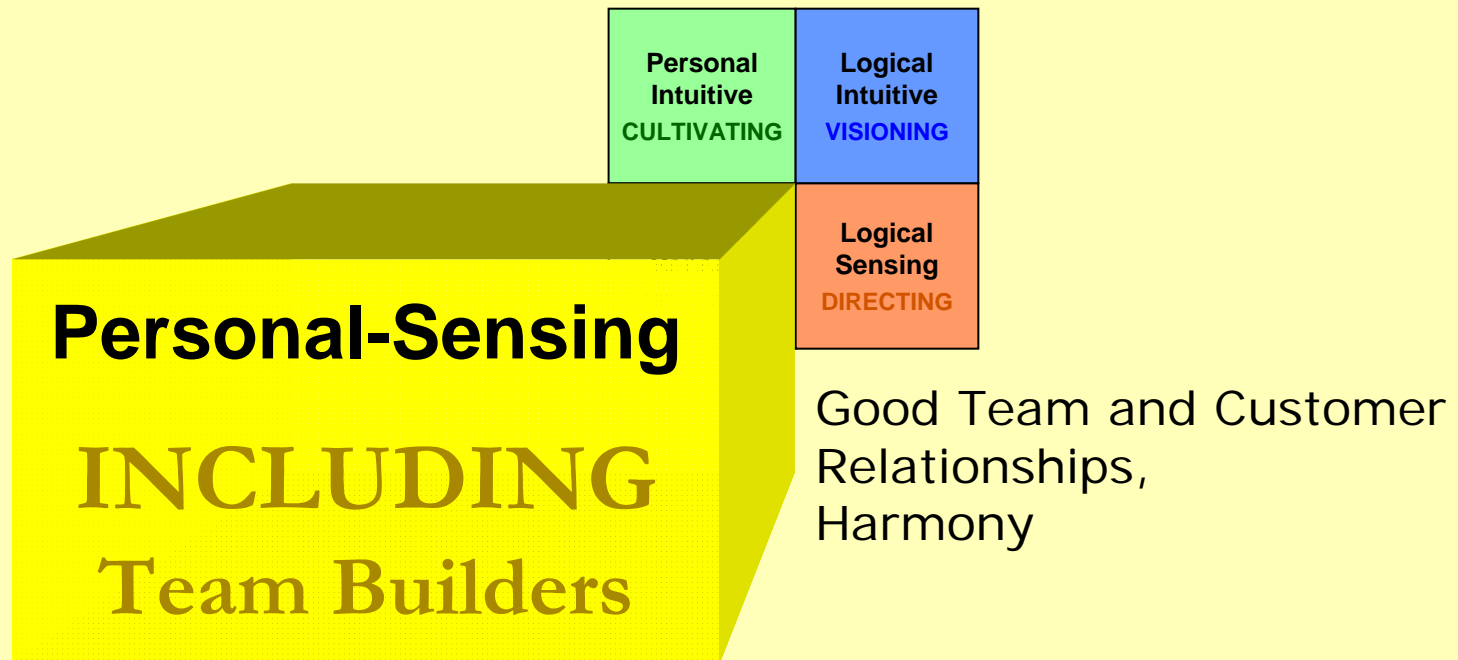
Personal
Sensing
INCLUDING

Logical
Sensing
DIRECTING

*Meet me with value, empathy, and concern
for others.*

4D ACTIVITY

THE 4-D SYSTEM



*Meet me with relationship, harmony,
and team work.*

4D ACTIVITY

THE 4-D SYSTEM

Creativity, strive for best,
Concepts

Personal
Intuitive
CULTIVATING

Personal
Sensing
INCLUDING

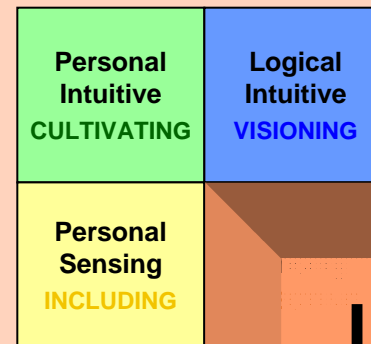
Logical
Sensing
DIRECTING

Logical-Intuitive
VISIONING
Thinkers / Architects

*Meet me with ideas, freedom and being
The best.*

4D ACTIVITY

THE 4-D SYSTEM



Certainty,
Rigor,
Discipline

Logical-Sensing
DIRECTING
Managers/Builders

*Meet me with process, organization, and
certainty of result.*

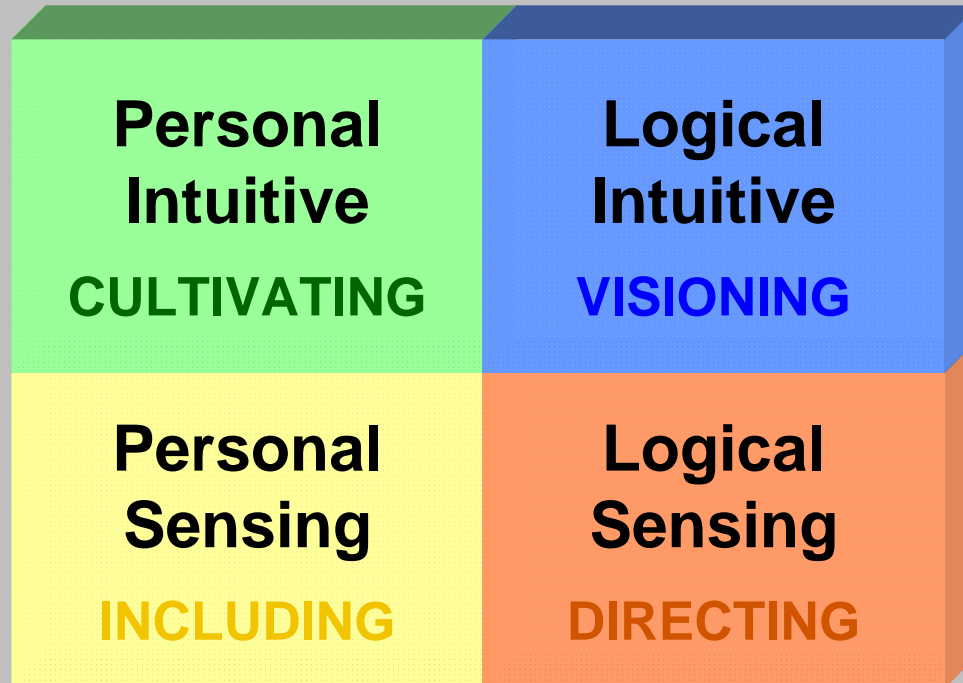


4D ACTIVITY



GO TO THE FLIP CHARTS

SIGN IN WITH YOUR INNATE PERSONALITY COLOR





4D ACTIVITY



What Do You See?



Break





Academic Affairs Office

Jim Ellis, Acting Manager

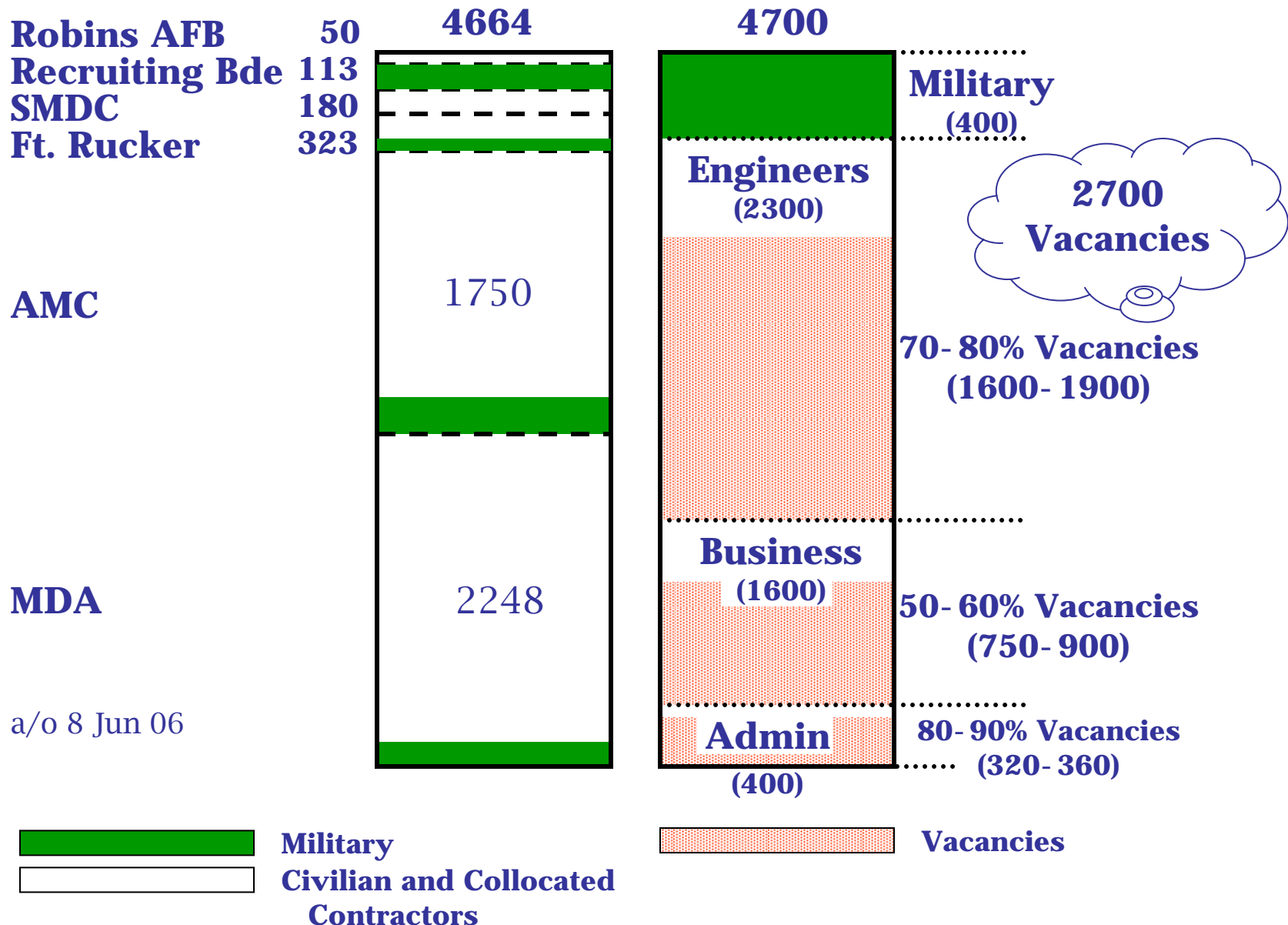
- **Base Realignment and Closure (BRAC)**
- **Integrated Stakeholder Coalition for Workforce Development**
- **NASA Game Prototype**



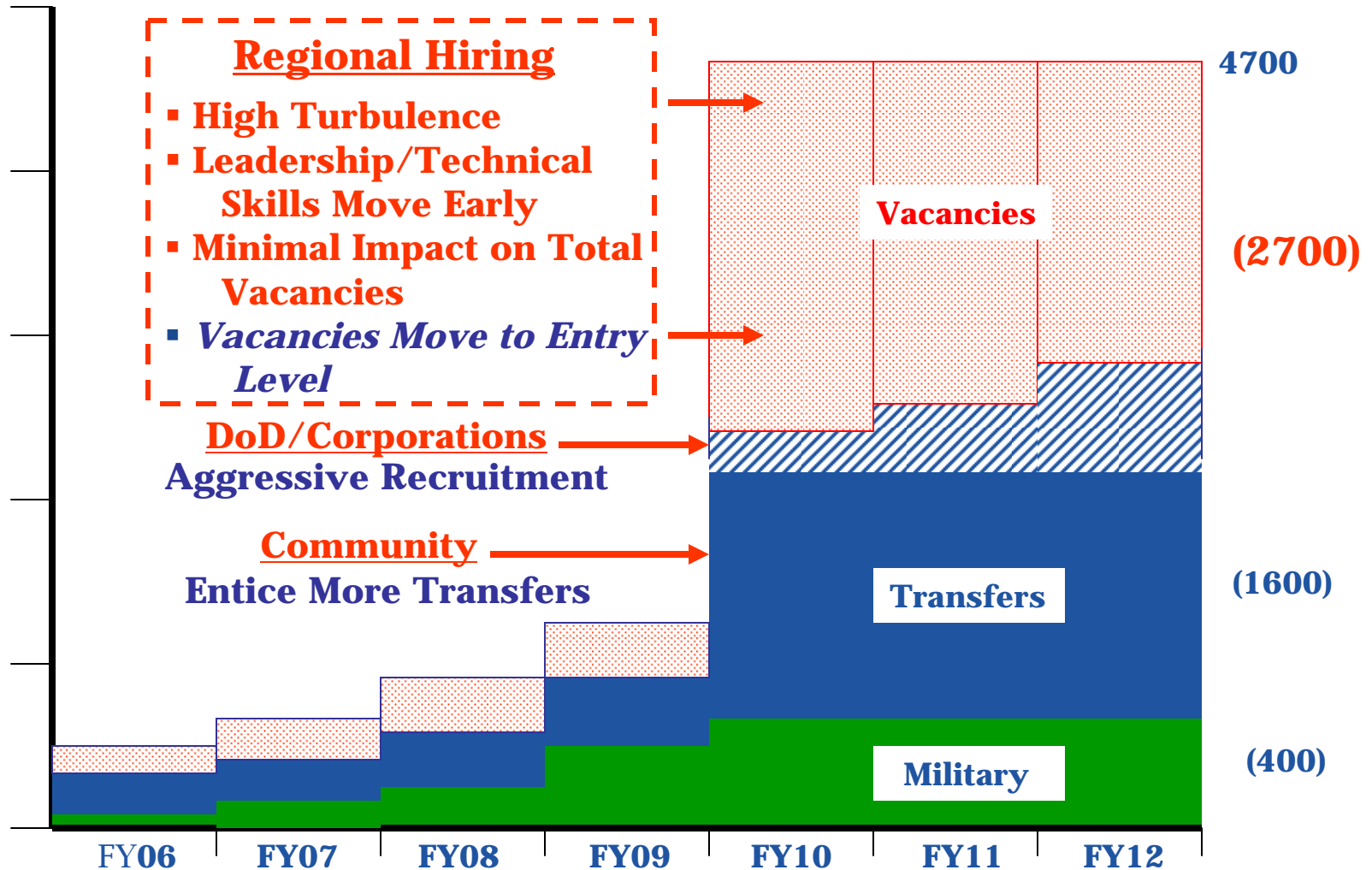
BRAC

- **BRAC moves significant number of jobs to Huntsville**
 - Predicted low percentage of people moving with their jobs (government and contractor)
 - Major increase in vacancies (both government and contractor)
 - Many of these vacancies expected to be filled from Redstone population
 - Organizations leaving due to BRAC will have little balancing effect
 - Inadequate ability for existing community to absorb vacancies without negatively impacting mission performance
- **Aging workforce exacerbates the number of vacancies**
- **Other “natural” attrition intensifies the problem**

BRAC Implications – Redstone



BRAC Implementation – Redstone





BRAC

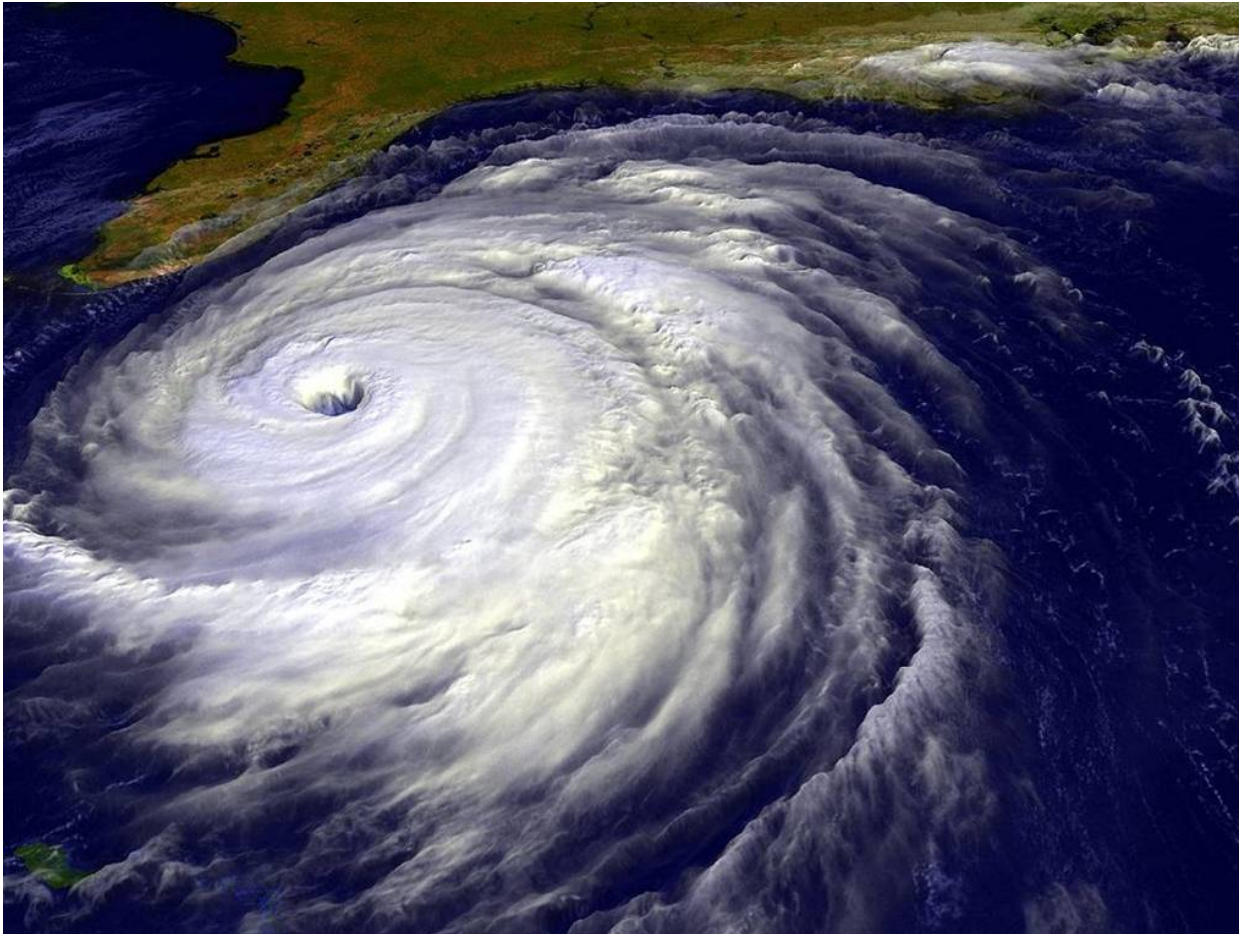
▪ **Strategies for Success**

- Increase transfers
- Accelerate movement of in-bound Commands
- Recruit from other locations
- Identify and retain displaced employees, re-employ retirees
- Educate, train entry-level employees
- Delay / defer budget and manpower reductions
- Entice movement of major contractor corporate HQ and office expansion in Huntsville – expand contractor base
- Improve / accelerate government personnel system
- Modify government funding practices to cover co-op's and interns



BRAC

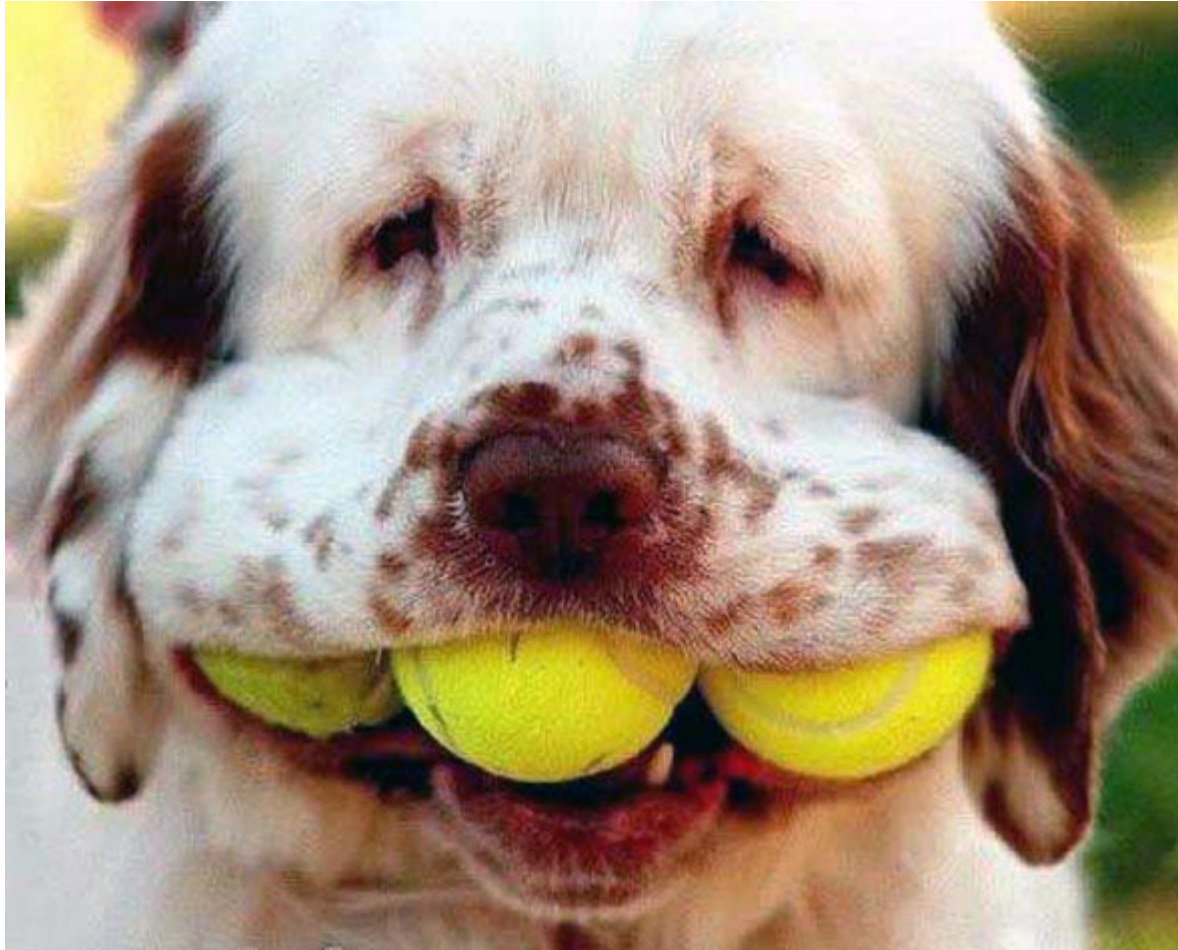
- **The Perfect Storm?**





BRAC

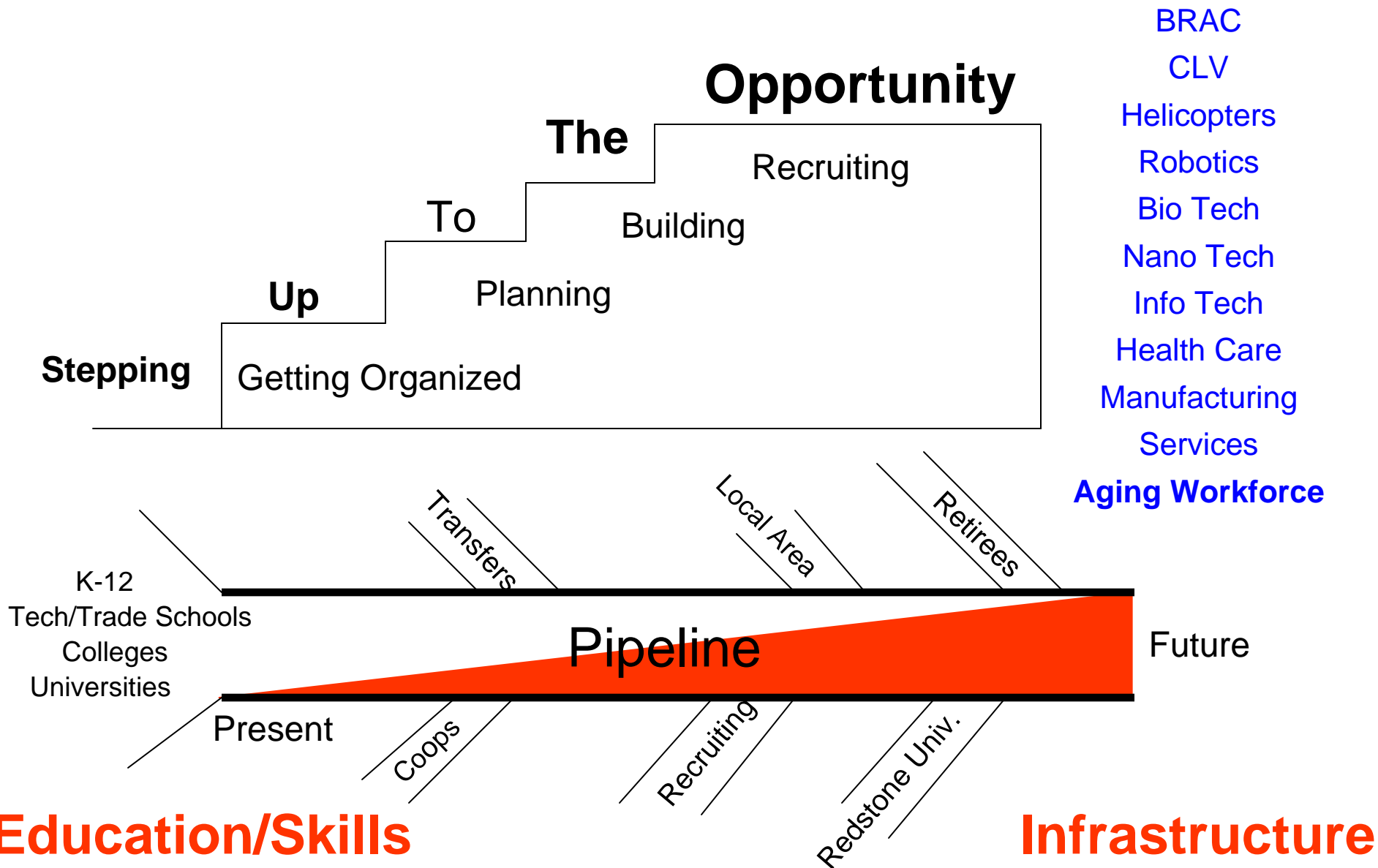
-
- **Or the Perfect Opportunity?**



Jobs

People

The Perfect Opportunity





Integrated Stakeholder Coalition for Workforce Development

A Systems Approach to
Workforce Development



Integrated Stakeholder Coalition for Workforce Development

- **“Ensuring Workforce Skills of the Future: The Birth to Work Pipeline”**
 - Rick Stephens and Elane Scott
- ***The World is Flat***
 - Thomas Friedman
- **American Competitiveness Initiative**
 - President Bush
- **“Rising Above the Gathering Storm: Energizing and Employing America for a Brighter Economic Future”**
 - The National Academies Press



Integrated Stakeholder Coalition for Workforce Development

■ **Our Vision**

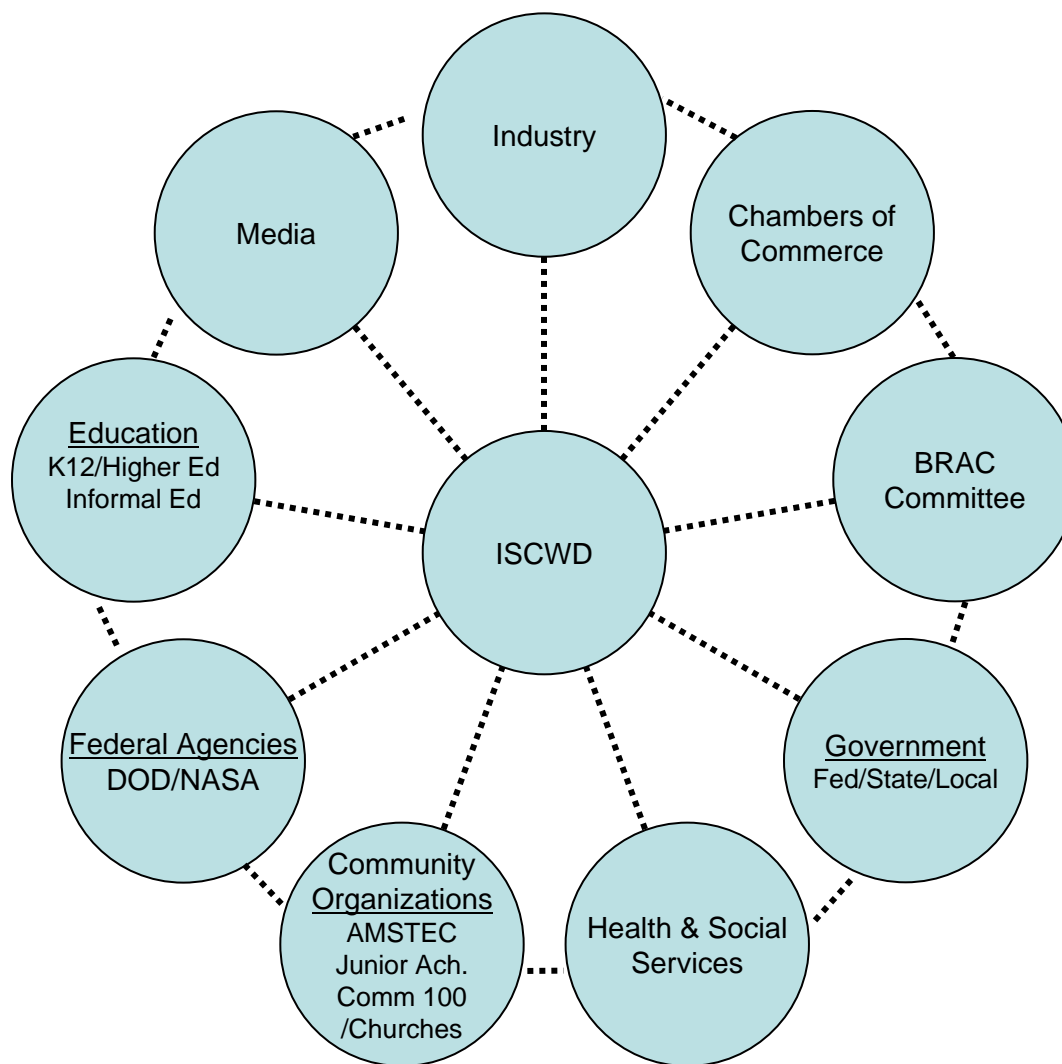
- A culture of creative, skilled, technically engaged people, locally, regionally and nationwide.

■ **Our Mission**

- To facilitate the alignment of educational, business and community resources with current and future workforce expectations.



Integrated Stakeholder Coalition for Workforce Development





Integrated Stakeholder Coalition for Workforce Development

2004

- Benchmarking Forum
- Coalition Formed
- Vision and Mission Developed

2005

- Strategic Plan Developed
- First Conference Held
- Action Planning Groups Formed

2006

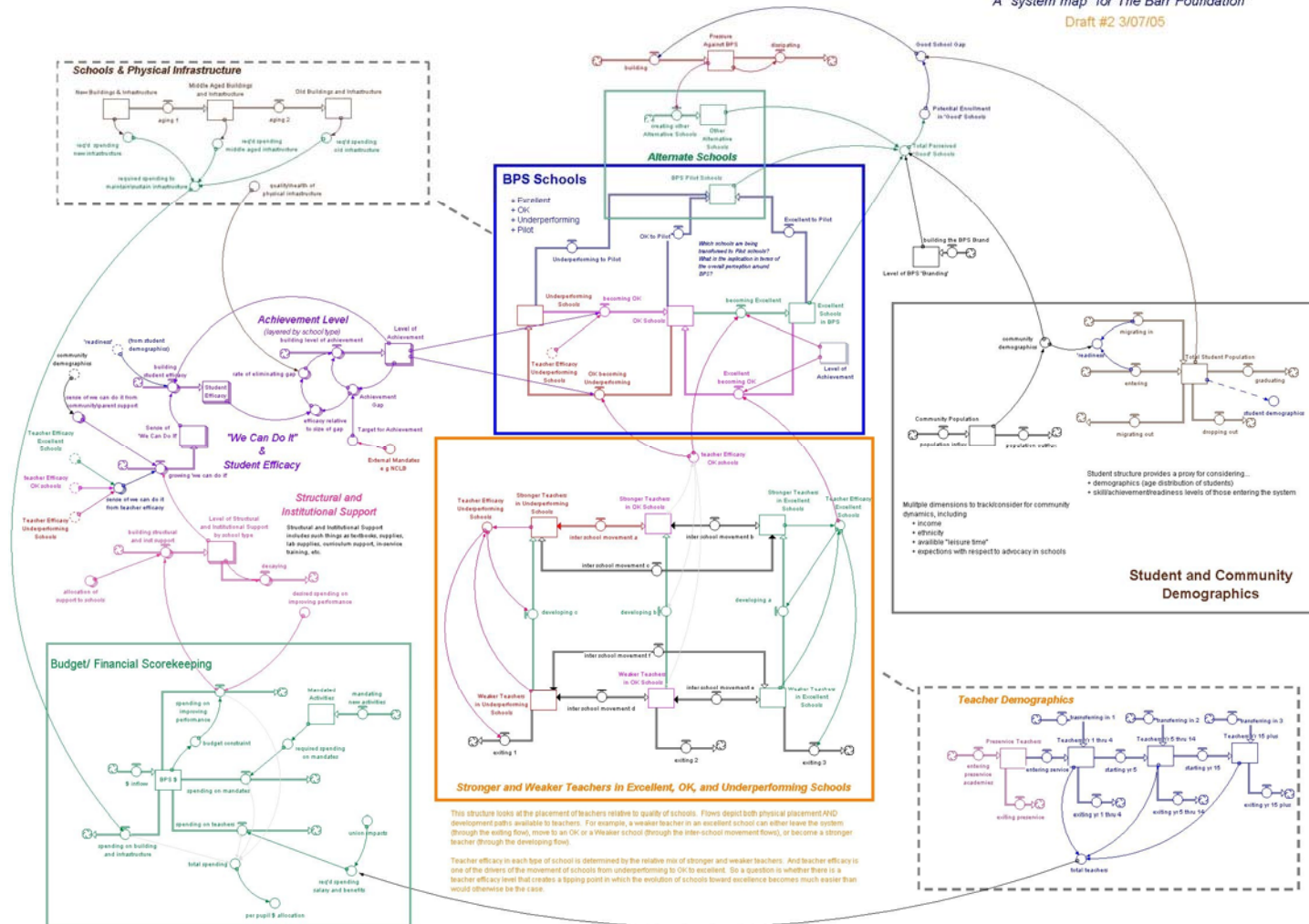
- Community Leadership Course
- Systems Map
- Teamed with BRAC, WIRED, AL OWD



Integrated Stakeholder Coalition for Workforce Development

Education in Boston Public Schools A "system map" for The Barr Foundation

Draft #2 3/07/05





Integrated Stakeholder Coalition for Workforce Development

Top Level Messages from Interviews & Questionnaires:

- ***A lack of coordination*** among the many organizations involved in workforce development
- ***The public*** (even employers) lack sufficient understanding of the ***major impact BRAC*** will have on job vacancies (domino effect)
- ***Greater involvement of the media***
 - Media could change image of STEM as not “sexy”
 - Media could increase public awareness of BRAC, generate engagement
- ***One key performance measure will be the 24-35 population***
- ***Important to engage stakeholders in dynamics of attractiveness***
 - how to manage trade-offs required to accommodate growth
- ***A project space*** for stakeholders with hooks/conduits to the public



Integrated Stakeholder Coalition for Workforce Development

Top 3 Issues/Opportunities:

- Current educational approach
- Managing worker pipeline effectively
- Coordination among stakeholders/contributors

Top 4 Indicators of Success:

- Ability to meet workforce needs (at all times)
- Effective engagement of stakeholders
- Skill levels of students
- Skill levels of STEM workforce



Integrated Stakeholder Coalition for Workforce Development

- **BRAC Committee/Redstone Arsenal/MSFC**
 - *8/31 Briefing*
- **NASA Office of Education (HQ)**
 - *9/12 Summit*
- **National Academies**
 - *“Rising Above the Gathering Storm” Convocation 9/28*
- **AL Office of Workforce Development**
 - *Regional Plan*
- **WIRED Consortium**
 - *10/13 Summit*
- **National Aerospace Development Center**
 - *Statewide Plan*



NASA Game Prototype

A Partnership Approach to Develop an
Educational Game in Support of The
Vision for Space Exploration



NASA Game Prototype

WHY GAMES?

- Power of gaming is particularly relevant to the K-12 students who have grown up with interactive digital technologies (computers, internet, instant messaging, cell phones, email, pods)
 - 35% ages 6-17 go online to play individual or multiplayer games at least once a week
 - on average, kids ages 8-18 spend 50 mins/day playing video games...males spend 7.6 hr/wk and females spend 7.4 hrs/wk
 - 35% computer and video game players are under age 18...8 in 10 have video console at home...50% have handheld video game player...time using digital media (ages 13-17) surpasses time spent watching television
- Not just a pursuit of young
 - 50% of all Americans and 75% of American heads of households play computer and video games....43% game players are 18-49 yrs of age (*Post-Secondary Education and Workforce training implications*)
- NASA and its partners have a potentially important market for targeting R&D investments in games and simulations designed for education and training purposes



NASA Game Prototype

GOAL: Establish dialogue and partnerships in carrying out an R&D agenda that supports the development and design of educational games in support of The Vision for Space Exploration.

■ **Partnership landscape includes**

- NASA Mission Directorates (content, funding)
- NASA Office of Education (educational research, in-kind support from Technology and Products Office, funding, educational content tie-ins)
- U.S. Army (“America’s Army” game experience history, game engine software and authoring)



NASA Game Prototype

Objectives and Approach

- Research on Education Uses of Games (*FY2005/NASA Learning Technologies*)
- Identification of Internal Stakeholders
- Identify Content Resources, Game Scenarios, Storylines
- Decision on a Game Type (*Engage/Educate; Single Player; Internet*)
- Create a Proof-of-Concept Prototype
- *Win Stakeholder Buy-in (Move from Prototype to Game Roadmap, R&D)*
- *Determine Development Mechanism (JSRAs, Solicitations, etc)*
- *Game Development (Full Deployment)*



NASA Game Prototype

Possible Scenario Locations



International Space Station

Lunar Surface





OHC Awards Ceremony



<http://ohc.msfc.nasa.gov/internal/docs/AwardInv.pps>